

SIDE LETTER AGREEMENT

BETWEEN

THE CITY OF SAN JOSE

AND

THE ASSOCIATION OF ARCHITECTS AND ENGINEERS, IFPTE LOCAL 21
(AEA UNITS 41/42 AND UNIT 43)

Sustainable Transportation Incentive

The City and the Association of Architects and Engineers (AEA Units 41/42 and Unit 43), IFPTE, Local 21 ("the Union") agree to continue discussing programs that provide subsidies for public transit which could be available to employees. Discussions shall include, but not be limited to, EcoPass, regional commuter assistance and pre-tax transit programs.

Either the City or the Union may provide notice to the other of its request to discuss programs that provide subsidies for public transit that could be available to employees. Upon such notice, the parties shall continue these discussions within ten (10) calendar days after the City or the Union receives notice from the other.

Agreeing to continue discussing programs that provide subsidies for public transit does not guarantee that any of the programs discussed will be adopted and/or implemented by the City. There are currently no funds designated for these programs.


This Agreement is tentative and shall become effective only as part of the overall agreement on, and only during the term of, any agreement reached between the City and the Union.

FOR THE CITY:

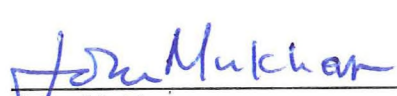
 9-25-13

Alex Gurza Date
Deputy City Manager

FOR THE EMPLOYEE ORGANIZATION:

 9/25/13

Michael Seville Date
Business Representative, IFPTE Local 21

 9/25/13

John Mukhar Date
President, AEA, IFPTE Local 21